1954 **File No.** 6919/36

A CLASS

P. W. **DEPARTMENT**

E (II) **BRANCH**

Subject:— Pay

Government servants under P.W.D. Revision of the Scale of

A 1947

I

File No. 6919/36 ~~XV~~

Ftd. Secrt. Slip. 94 A

EBR II

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

XV

Subject :—

File No. 6919/36

P. W. DEPT.

E. (II) BRANCH.

References :— Separated from the original file ACM)

Date.	To whom sent.	Notes and instructions.

Bombay Civil Services (Revision of Pay) Rules, 1948. Provisional fixation of pay under --.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No.6567/33.

Bombay Castle, 7 th June 1948.

In his General letter No. 4-7 (TH 1858), dated 27th January 1948, published in the Bombay Government Gazette, dated 29th January 1948, Part I, the Accountant General, has issued instructions to all Heads of Offices to fix the pay of the staff under them according to the Bombay Civil Service (Revision of Pay) Rules, 1948 and to pay it provisionally pending detailed check by his office. He has also made it clear that the staff should be given to understant that the pay so fixed is subject to such revision as may be found necessary in the light of subsequent audit scrutiny. The scrutiny of all cases individually is likely to take considerable time and before their cases are finally approved in audit some Government servants may quit service by reason of retirement, resignation, retrenchment and the like. In order to facilitate recovery of any overpayment that may occur due to incorrect fixation of pays in the first instance, all Heads of Offices are requested to obtain a written undertaking from Government servants whose services are about to be terminated that they will repay any amount which they may be found to have overdrawn after the application of the test audit check and also to record the up-to-date address of such Government servants. The undertaking should be obtained before the Government servant is paid for the last period of his service.

By order of the Governor of Bombay,

J. SANTOS,

Financial Adviser to Government.

To

The Accountant General, Bombay,

The Private Secretary to the Governor,

The Comptroller, Governor's Household,

The Secretary, Bombay Public Service Commission,

*The Prothonotary and Senipr Master , His Majest y's High Court , Bombay,

*The Registrar of His Majesty's High Corut, Appellate Side Bombay,

The Examiner, Local Fund Accounts, Bombay,
The Right Reverent the Lord Bishop of Bombay,
The Reverend the Presidency Senior Chaplain, Church of Scotland, Bombay,

All Depart-ments of the Secretariat,

All Other Heqds of Departments under the several Departments of the Secretariat.

All Heads of Offices.

*By letter.

No. of 1948.

Copy forwarded for information and guidance to

Office of the Superintending Engineer,
Special Investigation Circle,
Dharwar, 2nd April, 1948.

No.G-R-69.

To

The Secretary to Government,
Public Works Department,
Bombay.

Subject: Revision of pay scales: Grant of dearness allowance to non-gazetted Government servants

Reference: Government Resolution (F.D.), No.6567/33-II dated the 15th January 1948.

2. The orders regarding deamess allowance as contained in G.R. (F.D.) No.174 dated the 23rd August 1947 have been made applicable to members of work-charged establishment who are paid at monthly rates, vide G.R. (F.D.) No.174 dated the 5th December 1947.

3. Now that these orders in G.R. No.174 dated 23-8-1947, in so far as they relate to whole-time non-gazetted Government servants have been superseded by G.R. (F.D.) No.6567/33 II dated the 15th January 1948, it is presumed that the latter is also applicable to members of work-charged establishment who will be eligigble to the dearness allowance as per para. 2 therein from 1st January 1947. The presumption may kindly be confirmed.

4. In this connection, it is pointed out that the services of most of the work-charged establishment in this circle, which is entertained in connection with the investigation of Major Irrigation Projects, are terminated every year at the beginning of monsoon as it cannot be usefully employed during rains. Such establishments is again taken up when the working season of surveys starts after the monsoon begins.

5. Pending orders of Government as called for in para.3 above, the existing rate of dearness allowance to work-charged establishment is allowed to continue, the temporary additional pay (monthly interim relief) being discontinued, in

pursuance .....

pursuance with para. 5 of G.R. F.D. No. 6567/33-III dated 15-1-1948.

Sd/-

Superintending Engineer,
Special Investigation Circle.

Copy with compliments to the Executive Engineer, Irrigation Projects Division (South), Belgaum, with reference to his letter No.G-7(b)/C.R./1135 dated 17-3-1948.

M.D'S.

6919/36/17391.

P. W.Deptt.

E.B. (II).

The orders in G.R., F.D., No. 6567/33-II, dated the 15-1-1948, re: dearness allowance to non-gazetted Govt. servants are not applicable to work-charged estabt. Orders re: dearness allowance in G.R., F.D., No. 174 dated the 5-12-1947, are, therefore, still applicable in the case of work-charged estabt.

2. The question of revised pay-scales for work-charged estabt. is under consideration; vide G.C.M., F.D., No. 6567/33, dated the 22-9-1947. The pay of work-charged estabt. in this Deptt. is generally regulated in the scales sanctioned for the corresponding permanent and tempy. estabt. Revised pay-scales recently sanctioned for hatter estabt. will, therefore, automatically apply to the corresponding work-charged estabt. It is only in the case of the work-charged estabt., for which there are no corresponding permenent or temp. estabts., that the question of revised pay-scales is under consideration. Pending this revision the existing scales will remain in force.

3. It is not clear whether temp. additional pay is still admissible to the work-charged estabt. pending the revision of their pay-scales as at "A" above, or whether it has ceased in all cases as per para. 5 of G.R., F.D., No. 6567/33-II, dated the 15-1-1948.

4. The F.D. may be consulted u.o. tn the case.

Id/-
22-4-48.

U.O. to F.D. dt. 24-4-48.

Finance Department.'X' Br.

The question of revision of pay-scales of work-charged estt. for which theree is no corresponding permenent or tempy. estt. is separately under consideration in the P.W.D. Pending this revision the existing rates of d.a. sanctioned in G.R. No.174, dated 5-12-47, are applicable in the case of this estt.

2. As re: the admissiblity of tempy. addl. pay to work-charged estt. it may be observed that the tempy. addl. pay has been discontinued with effect from 1-1-48 (vide para. 5 of G.R. No. 6567 /33-II, dated 15-1-48. As , however, the tempy. addl. pay has been continued in the case of daily rated staff pending revision of their pay, a similar course may be followed in this case. The P.W.D. may be requested to issue the necessary orders in the mat ter, on the lines of orders issued in G.R. No. 6567/33, dated 30-1-48.

3. In para. 4 of G.C.M. No. 6567/33-X, dated 22-4-47, the P.W.D. was requested to furnish an estimate of extra cost involved in the revision of payscales of all work-charged estts. That deptt. may be requested to furnish this information as egrly as possible.

Id/-
13-5-48.

Id/-
14/5.

U.O.R.. to the F.D.D. dated 14-5-48.

Letter.

No.6919/36-S(II). Public Works Depart ment,
Bombay Castle, 12th June 1948.

To

The Superintending Engineer,
Special Investigation Circle.

Subject :- Grant of dearness allowance to work-charged establishment.

Reference: Your letter No. G-R-69, dated the 2nd April 1948.

2. The question of revision of pay scales of the work-charged establishment for which there is no permanent or temporary establishment is under the consideration of Government. Pending the revusion of payscales in respect of the above establishment, the existing rates of dearness allowance, sanctioned in Government Resolution, Finance Department, No. 174, dated the 6th December 1947, are applicable to them-.

3. The temporary additional pay (or interim relief sanctioned in Government Resolution, Finance Department, No. 6261/33, dated the 16th September 1946, should be continued to be granted after the 1st January 1948 to the work-charged establishment referred to in paragraph 2 above, until orders are issued prescribing revised pay scales for this class of establishment.

By order of the Governor of Bombay,

Sd/-

(K.M.Kantawala),

for Deputy Secretary to the Governmrnt
of Bombay, Public Works Department.

D.A.-Nil.

Copy to .....

Copy to -

the Finance Department,

the Accountant General, Bombay (through the Finance Department),

the other Superintending Engineers of Circles,

the Electrical Commissioner with the Government of Bombay,

the Electrical Engineer to Government,

the Public Health Engineer to Government,

the Director, Development Department Chawls,

for information and guidance to .

Bombay, 29th JUNE 1948.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

Subject.: REVISION OF PAY SCALE OF THE INSPECTORS.

Sir,

We, the Inspectors on the Permanent and Temporary Establishment in the Presidency Division, beg to lay the following few lines for y-our favourable and sympathetic consideration:

(1) The Revisied Scale pay of the Inspectors have been omitted in the Pay Commission Report recently announced.

(2) This fact has been intimated to the Government.

(3) Till now our case has not been considered.

We are very poorly paid staff and in this hard days we find it very difficult to maintain oneself.

We shall be very grateful if you please take up our case very early and pass orders thereon.

In this connection, we beg to point out that the interim relief sanctioned under G.R. No.5261/33 of 16th September 1946 has been withdrawn since April 1948 under orders of Accountant General.

We therefore, request you t o kindly issue very early orders to pay the interim relief till such time the Government announces the Revised Scale of this cadre.

Thanking you,

We beg to remain,
Sir,
Your most obedient servants,

Id/-

Respectfully submitted through the Executive Engineer, Presidency Division, Bombay.

Below application dated 29-6-48 of Inspectors of this office, regarding payment of temporary addidtional pay and revised scales of pay.

No.6357 of 1948.
Executive Engineer's Office,
P.W.D., Bombay, 19th July 1948.

Passed on with compliments to the Superintending Engineer, Bombay Circle, Bombay, for favour of further disposal.

2. The payment of temporary additional pay (i.e. interim relief) to Inspectors has been discontinued on the authority of G.R., F.D., No. 6567/33-II, dated 15th January 1948 (Para.5)

3. The revised pay scales of Inspectors are not yet sanctioned. The Government may please be moved to expedite their sanction at an early date. In the mean time Government may please be moved to issue orders on the same lines as in Govt. (P.W.D.) letter No.-6919/36-E(II), dated 12th June 1948 for temporary and permanent establishment whose scales of pay are not revised. Thus, members of establishment whose pay is not revised will continue to get Rs. 10/- as temporary additional pay.

4. This has reference to this office letter No. 1145 and 3900 dated 6th February 1948 and 29th April 1948 respectively.

Sd/-
EXECUTIVE ENGINEER, PRESIDENCY.

Id/-
9/7.

M.D'S.

Below Executive Engineer, Presidency Division's endorsement No. 6357 dated 10th July 1948 and accompaniments regarding payment of temporary additional pay and revised scales of pay.

Urgent.

No. G.R. 84/6459.

Public Works Department,
Bombay, 14th July 1948.

Passed on with compliments, to the Secretary to Government, P.W.D., Bombay, with reference to this office letter No. G.R. 84/4347 dated 14th May 1948, for favour of issuing very early orders.

2. Pending the issue of orders thereon it is requested that Government will be pleased to order that the temporary additional pay or interim relief sanctioned in Government Resolution, Finance Department No. 6261/33 dated 16th September 1946 may be continued to be granted to all classes of establishments - both permanent and temporary, whose scales of pays have hot been as yet revised, as was done in the case of ~~my~~ workcharged establishment - vide please p ara. 2 of Government Letter (P.W.D.) No. 6919/36-B(II), dated 12th June 1948.

Sd/-

Superintending Engineer,
Bombay Circle.

Copy forwarded, with compliments, to the Executive Engineer, Presidency ~~Division~~ Division, for information.

6919/36/37972.

P.W.D.

E.B. (II).

According to G.C.M., F.D., No. 6567/33-III, dated the 15-1-48 (para. 5 of the G.C.M.) a consolidated list of permanent and tempy. posts omitted from the schedule of revised pay-scales has been called for from the local officers of this Deptt. under G.L. No. 6919/36-V-E(II), ~~xxxxxxxx~~ dated the 23-2-48,. The information is still awaited from the S.E., C.C. Further information in this connection called for under G.L. NO. 6919/36-VI-E(II), dated the 9-7-48, is also awaited from the marginally noted officers.

Srcht to Govt.
Dy.Commr.
S.E.,D.I.C.

2. Pending the issue of orders sanctioning revised pay-sclaes for the posts omitted from the schedule, the S.E., B.C. requests that the tempy. addl. pay (interum relief) sanctioned in G.R., F.D., No. 6261/33, dated the 16-9-46, may be contineed to be granted to all classes of estabts . both permenent and tempy.whose scales of pays have not been yet revised.

3 . The S.E., B.E's proposal may be approved in u.o. consultstion with the F.D.

Id/-
23-7-48.

Secy (i)

V.Urgent.

U.O. , F.D. dt. 26th July 1948.

Finance Deptt. B.

The P.W.D. proposal overleaf may be agreed to.

Id/-

26-7-48.

Id/-
27-7-48.

U.O.R. to P.W.D. dated 28/7/48.

P.W.D.

EB.(II).

Submitted with a draft for approval.

Id/-

30-7-48.

Letter.

Very Urgent.
No. 6919/36-E(II).

Public Works Department,
Bombay Castle, 31st July 194

To

The Superintending Engineer, Bombay Circle.

Subject:- Grant of temporary additional pay.

Reference : Your endorsement No. G.R. 84/6459, dated the 14th July 1948.

2. Government is pleased to direct that the temporary additional pay (interim relief) sanctioned in Government Resolution, Finance Department, No. 6261/33, dated the 16th September 1946, should be continued to be granted after the 1st January 1948 to all classes of establishments, both permanent and temporary, whose scales of pays have not been yet revised until orders are issued prescribing revisied pay scales for the posts.

By order of the Governor of Bombay,

Id/- 31/7/48

(A.G. Maydeo),

for Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A. Nil.

Copy forwarded to -

the Finance Department,
the Accountant General, Bombay (through the Finance Department,),
the Superintending Engineers of other Circles,
the Electrical Commissioner with the Government of Bombay,
the Electrical Engineers to Government,
the Public Health Engineer to Government,
the Director, Development Department Chawls,
the Architect to Government,
the Executive Engineers of Divisions,

for information and guidance.

Issued Id/- 2/8/48.

Letter.

No: 7258.

Deccan Irrigation Circle,
Poona 1, 29th July 1948.

To

The Secretary to the Government of Bombay,
Public Works Department, Bombay.

Subject:- Grant of Dearness allowance
to workcharged establishment.

Reference: Government, Public Works Department letter No. 6919/36-B(II) dated 12-6-1948.

2. The orders issued in the above Government letter state that the question of revision of pay scales of the workcharged establishment for which there is no permanent or temporary establishment, is under the consideration of Government.

3. It is, therefore, presumed that the scales sanctioned in Government Resolution, Finance Department, No. 6567/33-I dated 15-1-1948 are applicable to those men on workcharged establishment whose corresponding scales in the above mentioned Government Resolution are revised and where there are no corresponding scales, the temporary additional pay (interim relief) sanctioned in Government Resolution, Finance Department No. 6261/33 dated 16-9-1946 should be continued to be granted, to them, even after 1-1-1948.

4. I may please be informed if my pre-sumption is correct.

Sd/-
Superintending Engineer, D.I.C.

Copy to the Executive Engineer (each in the Circle). for information.

No. 334 of 1948.

Office of the
Architect to Government,
Public Works Department,
Bombay, 5th Aguust 1948.

To

The Secreta-ry to Government,
P.W.D., Bombay.

Subject:- Grant of Temporary Additional Pay.

Reference:- Government Letter No. 6919/36-E(II), dated the 31st July 1948.

2. I am to state that on reading the above Government letter with para 5 of Government Resolution, Finance Department, No. 6567/33-II, dated the 15th January 1948 in accordance with which the orders regarding interim relief are to be treated as cancelled with effect from 1st January 1948, a doubt has arisen as to whether a Government servant appointed after 1st January 1948 to a temporary post the pay-scale of which has not yet been revised eligible for the grant of Temporary Additional pay. A temporary Senior Draftsman was appointed in this office in June 1948 on a starting pay of Rs. 250/- in the scale of Rs. 250-10-350 and temporary additional pay of Rs. 10/- has not been given to him in accordance with para 5 of the Finance Department Resolution quoted above. As I am not quite sure whether in accordance with the orders issued in Government Letter No. 6919/36-E(II), dated the 31st July 1948 the Senior Draftsman in question should be given the temporary additional pay of Rs. 10/- or not, I am to request the clarification of the Government orders referred to .

Sd/-
Architect to Government.

6919/36/42781.

P.W.D.

E.B. (II)

Submitted together with S.No. 41570.

2. Sr. No. 41570:- Please see orders issued in G.L. dt. the 12-6-48 at p. 9\ ante. and the notes underlying them. The presumption made by the S.E., D.I.C. in para. 3 of his letter is ocrrect. The draft put up may issue, if appd. ...

3. Sr. No. 42781:- In G.L. No. 6919/36-E(II), dt. the 31-7-48, orders have been issued that the tempy. addl. pay should be continued to be granted after 1-1-48 to all c_lasses of estabts. both permanent and tempy., whose scales of pay have not been yet revised. The Archt. to Govt. request s Govt. to advise whether in accordance with these orders the Sr. Draftman in his office appointed after the 1-1-48, (i.e. in June 48) on Rs. 250/- in the scale of Rs. 250-10-350 and whose pay scale has not been yet revised is eligible for the tempy.addl. pay sanctioned in G.R., F.D., No. 6261/33, dt. the 16-9-46. There seems no objec tion to grant the tempy. addl. pay in this case However, the F.D. may be consulted in this matter after issue of the draft at p. 2-9 post.

Id/-
10/8/48.

Id/-
11/8.

6919/36/42781.

Letter.

No. 6919/36-E(II). P.W.D.,
B.C., 14th Aug. 48.

To

The S.E., D.I.C.

Subject:- Grant of D.A. to work-charged estabt.

Refce: Your letter No. 7258, dt. the 29-7-48.

2. The presumption made by you in para. 3 of your letter is correct.

By order, etc.

D.A. Nil.

Id/-
10/8/48.

U.O. to the F.D. dt. 17 th August 1948.

Finance Department 'B'.

With reference to para. 3 of the P.W.D. note dated 11-8-48, it may be stated that there is no objection to granting interim relief to the senior draftsman provided his scale is likely to be up-graded in the revision. If the scale is a recently sanctioned one and is inflated, and if it is not likely to be revised on this account, it is objectionable to grant interim relief, as this relief is to be later deducted from the amount of arrears of pay and dearness allowance admissible to the senior draftsman after the scale is revised. The P.W.D. proposal may not, therefore, be accepted. If the P.W.D. wants to press the proposal, that Deptt. may forward the papers underlying sanction to the existing scale of Rs. 250-10-350 and to state on what basis the scale was fixed and whether it is not inflated compared with the scales admissible to other draftsman in the P.W.D.

Id/-
23-8-48.

Id/-
23/8.

U.O.R. to P.W.D. dated 23-8-48.

6919/36/46723.

P.W.D.

E.B. (II).

These papers contain a proposal to continue the grant of the tempy. addnl. pay to senior Draftsman in the office of the Architect to Govt. The F.D. does not agree to the proposal and states that if the scale of senior D'man is not likely to be up-graded it is objectionable to grant the tempy. addnl. pay as this pay is to be later deducted from the amount of arrears of pay and dear ness allnce. admissible to these senior D'man after the scale is revised.

2 Attention is invited to G.B. No. 4286/36-E(II), dated the 13-2-47, and the notes underlying it in which 5 posts of senior D'men in the scale of Rs. 250-10-350 were sanctioned for the office of the Architect to Govt. Attention is also invited to the Archt. to Govt's letter at p. 131 of file No 6919/36-VI in con. with the proposals for the revision of pay scales for the posts omited from the schedule of revised pay-scales. The Architect to Govt. states that though the higher starting pays were granted to the three Snr. D'men in his office, they have resigned their posts probably because they have been offered more attractive pays elsewhere. He adds that day by day the shortage of capable Architectural D'men is becoming more and more acute and great difficuly is experienced in securing the servises of suitable men for his office. He, therefore, proposes to revise the scale of Rs. 250-10-350 to Rs. 300-10-400.

The sclaes of pay of Head Draftman and Draftsmen in the office of the Archt. to Govt. have been revised as shown below:-

	Existing scale of pay (Bombay scale). Rs.	Revised scale of pay (Mofussil scale). Rs.
Head Draftsman.	210-10-300	150-10-200-or 180-10-270
Draftsman.	155- 5-200.	100-4-120-5-170 or 110-10-180.

It .....

It will be seen that the above two mofussil scales are not better than the old Bombay City scale even after taking into account the compensatory local allnce. and the h.r.a. admissible under the rules. As the revision of pay scales has been sanctioned by the F.D. it is not known on what basis the above two revised-scales have been sanctioned.

3. There are no other posts of senior D'men except in the Electric Grid Deptt. sanctioned in G.R.-No.7025/36 dated the 28-7-44 in the scale of Rs. 165-8-245 which has now been revised to Rs. 180-10-270 (Bombay City). The scale of pay for the senior D'man in the office of the Archt. to Govt. is higher because an Architect ural Draftsman is superior to the ordinary P.W.D. Draftsman.

4. It is accordingly for consideration whether the proposal to grant the tempy . addnl.pay to the senior D'man may be pressed further assuming that the scale is likely to be inxreased on revision. If so, the papers underlying sanction to the existing scale of Rs. 250-10-350 may be forwarded to the F.D.

Id/-
1-9-48.

As the p-ay scale for Senior Draftsmen has been fixed so recently as in Feby. 1947, I doubt if it woud be reasonable to up-grade it. However in view of t e difficulty of recruitent ~~provided~~ pointed out by the Archetict to Govt. the point is for orders of secy (I).

Id/-
1/9-

The Architect will have to make out a case that the present scale of pay for his Draftsman is not suitable enough to ~~attract~~ men of the right typy of work. The question of interim relief should not be passed.

Id/- 5-9-48.

6919/36/46723.

Letter.

No. 6919/36-E(II). P.W.D.,
B.C. 17th Sept. 1948,

To

The Archt. to Govt.

Sub:- Grant of tempy. addl. pay.

Refce: Your letter No. 334, dated the 5.8.48.

2. Your request to grant the tempy. addl. pay of Rs. 10/- to Sra Draftsman in you office cannot be acceded to.

3. In your letter No. 287, dated the 14-7-48, you have recommended revision of pay-scale of your Sr. Draftsman from Rs. 250-10-350 to Rs. 300-10-400. The scale of Rs. 250-10-350 has been sanctioned very recently. You are accordingly requested to justify in g reater details the necessity for revising the scale of the Sr. Draftsman as receommended by you. In particular you should show clearly that the present scale of pay is not suitable enough to attract the right type of men. You should also gise in the following form the names of Sr. Draftsmen who were appointed by you but have vacated their posts to better prospects.

Name of the person.	Date of appointment.	Date of vacation.	Appointment secured by him (with the scale of pay after vacation).

By order, etc.

D.A.Nil.

Id/-
13-9-48.

Issued.
Id/-

6919/36/46723.

E.B. (II).

The Architect to Govt. expedited under No. 6919/36-E(II), dt. the 25th October '48.

Id/-
23-x-48.

No. 475. of 1948.

Office of the
Architect to Government,
Public Works Department,
Bombay, 30th Oct. 1948.

To

The Secretary to Government,
P.W.D., Bombay:.

Subject:- Revision of pay-scales of Senior Draftsmen.

Reference:Government letter No.6919/36-E(II), date the 17th September 1948.

2. With regard to temporary additional pay of Rs. 10/- referred to in the above Government Letter, I have to state that no request was made in this office letter No. 334, dated the 5th August 1948 for the grant of the said additional pay to a Senior Draftsman but only clarification was sought therein of the orders contined in Government Letter No. 6919/36-E(II), dated the 21st July 1948 in order to see whether those orders could be made applicable to the Senior Draftsmen in question, in view of the fact that the existing pay-scale of the Senior Draftsmen has not yet been revised. I would therefore request you please to clarify those orders for the guidance of this office. This office has taken a stand on para. 5 of the G.R.F.D. No.

the Senior Draftsmen referred to on the minimum pay viz. Rs. 250/- without any additional pay.

3. The scale of pay of Rs. 250-10-350 for Senior Draftsmen was sanctioned in Government Letter No.4286/36-E(II), dated the 13th February 1947, but the pay-scale proposed in my letter No. 318 dated the 8th January 1947 to which the above Government Letter was a reply was Rs. 300-10-400. The reason given in support of that scale was the great difficulty experienced in securing really efficient Draftsmen on less than the starting pay of Rs. 300 to 400. Government, however, sanctioned the lower scale of Rs. 250-10-350. This scale is not adequate to attract the really efficient men. Two applicants one Mr. S.G.Fatherpakar and the other mr. N.S.Pissurlenkar who have passed the G.D.Arch. examination and have experience of many years were selected for the posts of Senior Draftsmen and appointment orders were posted but both of them refused to accpet the posts . Four of the present incumbents of the posts of Senior Draftsmen are men who have appeared for the final examination of the R.I.B.A. Two of them have passed it in part. As soon as they pass the whole examination they will not remain in this office but will seek higher posts elsewhere. One of them has passed the whole R.I.B.A. examination very recently and has lost no time to apply foa a Junior Architect's post on a starting pay of Rs. 800 advertised recently by the Federal Public Service Commission. It will thus be seen that architectural draftsmen of this type use this office as a stepping stone since the existing scale of pay is not attractive enough to retain them in this office. Consequently I have to make constant changes in the staff much to the detriment of Government work. In the interest of this office and of Government work it is necessary that Senior Draftsmen should be fixtures in this office and this can only be achieved by offering them sufficiently attractive posts. This is the main reason

why .....

why I recommend the revision of pay-scale of Senior Draftsment from 250-10-350 to Rs. 300-10-400. Even this pay-scale is not high enough for the right type of men required in this office. In the circumstances, and in view of the acute shortage of efficient and experienced archi-tectural draftsmen I request that the revised scale of pay as proposed by me may please be sanctioned.

4. Particulars regarding the Senior Draftsmen who have resigned their appointments are given below:-

Name of Person.	date of ent.	date of vacation.	appointment secured by him (with the scale of pay after vacation.
1. Mr. P.C.Gadre.	1-4-47.	31-5-47.	Joined a firm of Architects in partnership where he earns about Rs. 500 as his share.
2. Mr.E.M.Benjamin.	2-6-47.	27-12-47.	Joined a private firm on Rs.475P.M.
3. Mr. P.J.Joshi.	9-6-47.	31-1-48.	Doing private work. His earnings are noy known.

Sd/-

Architect to Government.

69-49/36/59947.

P/W.D.

E.B. (II).

Submitted with refce. to G.L. No. 6919/36-E(II), dated the 17-9-48.

2. In para. 3 of his letter the Archt. to Govt. has explained the necessity for revision of pay-scales of Sr. Draftsmen in his office from Rs. 250-10-350 to Rs. 300-10-400. In his letter dated the 8-9-47 the Archt. to Govt. had proposed a pay-scale of Rs. 300-10-400. to the Sr. Draftsmen in his office. This Deptt. also had recommended the above scale but the Secy. F.D. had cut it down to Rs. 25 0-10-350. In view of the reasons given by the Archt. to Govt. it is for consideration whether the proposal to revise the pay-scale of Sr. Draftsmen may be approved in u.o. consultation with the F.D.

Id/-
10-11-48.

F.E. may recommend in the light of the Architects letter.

Secy(i).

U.O. to F.D. dt. 16-11-48.

Finance Dept. (B).

The P.W.D. may be requested to forward (the file referred to above to this Dept. along with these papers to enable this Dept to re-examine its proposal.

Id/-
17-11-48.

U.O.R. to P.W.D. dt. 18-11-48.

A.S. (S).

6919/36/64264.

P.W.L.

E.B. (II).

The P.W.D. file refd. to in the O.N. overleaf is put up below. These papers may now be refd. u.o. to the F.D. again along with the file.

Id/-
20-11-48.

Id/-
21-11-48.

S with file
4286/36 VIII

U.O. to F.D. dt. 25-11-48.

Finance Department P.W.R.I.

The P.W.D. proposes to sanction a revised scale of Rs. 300-10-400 for the non-gazetted posts of Senior Draftsmen on the existing scale of Rs. 250-10-350. As the Architect has been authorised to grant higher starting pay up to Rs. 300 to persons possessing special qualifications, practically the proposal only involves raising of the maximum to Rs. 400. The posts were sanctioned under G.L., P.W.D. No. 4286/33-E(II), dated 13-2-47. The reasons in suport of the proposal are contained in the Architect's letter at p. 37-38 ante.

2. The posts in question have been sanctioned very recently as late as in Feby 1947. The conditions that led to the postwar revision were not different from those prevailing at the time of the creation of these posts. The existing scale cannot be compared with the post-1931 scales of other posts which were fixed during the years of depression. In the recent revision, ad-hoc scales of this kind which were sanctioned recently have not been revised.

3. In its note, dated 17.11.48, the P:W.D, has observed that the payscale of Rs. 350-20-550 sanctioned for the pos-ts of Architectural Asstts. is not subject to revision. These posts also were sanctioned along with the posts of Senior Draftsmen. It is therefore, clear that, prima facie, there is no justification for revising the pay-scales of the letter posts .

4 . Inspite of all this, it is for consideration whether in view of the position expalained in the Artchitect's letter, F.D. may agree to raise the maximum of the scale to Rs. 400/- . For the reasons explained in para. 2 and 3 above, the scale may remain in force for two years only. Thereafter, it shluld be reviewed in the light of the recruitment position then prevailing.

Id/-
22-xii-48.

The scale of Rs. 250-10-350 was suggested the Secy. The Architect to Govt. is again pressing for the scale of Rs. 300-10-400. I do not agree here. This scale will improve matters. The Architect has been authorised to give a higher starting pay up to Rs. 300. The only change is an increasing of Rs. 50/- the maximum. If the P.W.D. is satisfied that the change will be of any use F.D. need not object to on scale of Rs. 300-10-400.

Id/-
29/12.

U.O.R. to the P.W.D. dt. 29-xii-4-8.

with file W286/36 VIII

6919/36/73118.

Letter.

No.6919/36-E(II). P.W.D., B.C., 4th Jany. 1949.

To

The Archt. to Govt.

Sub:- Revision of pay-scale of Senior Draftsmen.

Refce: Correspondence ending with your letter No. 475, dated the 30-10-48.

2. Govt. is pleased to sanction a revised pay-scale of Rs. 300-10-4-00 for the prescribed pay-scale of Rs. 250-10-350 for the Senior Draftsmen in your office.

3. The necy. amendment to the schedule of revised pay-scales sanctioned in G.R., F.D., No. 6567/33-I dated the 15-1-48 will be made by the F.D. in due course.

By order, etc.

D.A. Nil.

Copy forwarded -- to -

the F.D.,

the A.G. Bombay (thro' the F.D.)

for information.

Id/-

3-1-49 .

30

Telegraphic Address-ACCOUNTS.

It is requested that, in future: communications on the subject : the No. and date of this letter a-nd the distinguishing letters: above the No.as given opposite,: may be quoted, and the reply: addressed to -

THE ACCOUNTANTS GENERAL
QUEENS' ROAD, BOMBAY.

No. DAIX Presy. 1739.

Bombay, the 22nd March 1949.

FROM

THE ACCOUNTANT GENERAL,
BOMBAY.

To

The Secretary to Government,
Public Works Department,
Bombay.

Sub:- Revision of pay scale of Senior Draftsmen.

In continuation of this office letter No. DAIX: Presy. 1652, dated 4-3-49 I have the honour to state that the Govt. letter of 4-1-49 referred to therein has since been received through the Finance Department under their endorsement No.6946-33-P.WR.I/1032 dated 3-3-49. No additional copy thereof need therefore be sent to this office through that department.

As regards the orders issued in that letter it may be stated that the particular date from which they take effect has not been mentioned therein. In the absence of this inform-ation the orders ordinarily take effect from the date of the letter communicating the same. It, however, appears from para. 3 of the Govt. letter that the intention is that the orders should take effect from the date f-rom which the orders issued in G.R. F.D. No. 6567/33-I dated 15-1-4-8 take effect. The position may please ther-efore be clarified, through the Finance Department.

Yours faithfully,

Sd/-
Asstt. Accounts Officer.

6919/36/19836.

P.W.D.

E.B. (II).

Submitted.

2. The A.G., Bombay, now states that the copy of this Deptt letter dated the 4-1-49 has since been recd. by that office. No further action is, therefore, necy. in this connection as proposed in para. 2 of the O.N. at p. 48 ante.

3. The A.G's presumption as at 'A' in his letter under disposal is correct. The draft put up may issue, if approved.

4. The F.D. may see these papers u.o. before issue of the draft.

Id/-
25-3-49.

Id/-
25-3-49.

U.Urgent.

U.O. to F.D. dt. 26/3/49.

Fin. Deptt (X Br.).

Seen and returned to the P.W.D.

Id/-
28-3-49.

Id/-
29-3-49.

U.O.R. to P.W.D. dated the 29-3-49.

6919/36/19836.

Letter.

No.6919/36-E(II). P.W.D.,
B.C., 30th March 1949.

To

The A.G., Bombay.
(Throggh the F.D.)

Subi- Revision of pay-scale of Senior Draftsmen.

Refce: Your letter No. DAIX Presy. 1739, dated the 22-3-49.

2. Your presumption that the orders issued in G.L. No. 6919/36-E(II), dated the 4-1-49, are to take effect from 1-1 -47 i.e. the date from which the orders issued in G.R., F.D ., ND. 6567/33-I, dated the 15-1-48, take effect is correct.

By order, etc.

D.A.Nil.

Copy forwarded to the F.D., for information, with refce to G.E. No 6919/36-E(II), dated the 4-1-49.

Copies forwarded to the Archt. to Govt., for information with ~~ex~~ refce to G.L. No 6919/36-E(II), dated the 4-1-49.

Id/-
25-3-49.

advance copy 10
A.G.

Id/-
25-3-49.

VERY URGENT.

Office of the
Architect to Government
P.W.D.
Bombay 25th March 1949.

No. 1502 of 1949.

To

The Secretary to Government,
P.W.D. Bombay.

Subject:- Revision of pay-scale of Senior Draftsmen.

Under the authority of Govt. letter P.W.D. No. 6919/36-E(II) dated the 4th January 1949I preferred a supplementary bill for arrears of pay and dearness allowance due to the Senior Draftsmen in this office for the period from April 1947 to 31st December 1948 as the appointments were made in April 1947 andreserved a sum of Rs. 3,300 from the current year's Budget grant in order to meet the cost during the current year. The Accountant General has, however, now raised the point that the particular date from which the revision of the pay-scale of the Senior Draftsmen takes effect has not been mentioned in the Government letter under reference and requests the Secretary to Government P.W.D. Bombay to clarify the position through the Finance Department vide his letter No. D.A. Presy. 1939 dated the 22nd March 1949. A copy of that letter has been endorsed to this office with an intimation that the Supplementary bill referred to above may be taken back and resubmitted when Government orders are ~~received~~ received clarifying the issue raised.

2. On 14th March 1949 I surrendered savings amounting to Rs. 12935. It is, however, now too late to surrender the sum of Rs. 3,300 reserved for meeting the cost of the Supplementary bill in question. I therefore request you please to give a very urgent reply to the Accountant General Bombay in the matter so that the Supplementary bill preferred by me may be passed for payment before the 31st March 1949 and the amount of Rs. 3,300 utilised during .....

during the current year.

Sd/-
Architect to Government.

6919/36/20792.

P.W.D.

E.R. (II).

This Deptt. papers containing the G.L. No. 6919/36-E(II), dated the 4-1-49, re: revision of pay-scale of Sr. Draftsmen, have been rcfd. u.o. to the F.D. on the 25-3-49. The A.G's presumption that the orders issued in the above mentioned G.L . are to take effect from 1-1-47 is confirmed in the draft letter which is to be issued on return of the papers fr om the F.D.

2. In the circumstances reported by the Archt. to Govt. in para. 2 of his letter within, the F.D. may be requested to issue immediate instructions to the .A.G., Bombay, for payment of bill before the 31-3-49 on presentation by the Archh. to Govt.

Id/-
28-3-49.

Immediate.

U.O. to F. D. dt. 28-3-49.

-.-.-

Finance Deptt. (X Br.)

The main papers mentioned above being returned to P.W.D. today. That Deptt. may be requested to issue the orders immediately so as to reach the A.G. by the 31st inst.

Id/-
29/3/49.

U.O.R. to P.W.D., dated 29-3-49.

P.W.D.

B.B. (II).

The draft at pp. [illegible] ante.
may issue to day.

Send one advance copy to A.G.

Id/-
30-3-49.

Id/-
30/3/49.

Letter.

No.6919/36-E(II) Public Works Department,
Bombay Castle 30th March 1949.

To

The Accountant General, Bombay
(through the Finance Department).

Subject:- Revision of pay scale of senior Draftsman.

Reference: Your letter No. DAIX. Presy. 1739, dated the 22nd March 1949.

2. Your presumption that the orders issued in Government letter No. 6919/36-E(II), dated the 4th January 1949, are to take effect from 1st January 1947 i.e. the date from which the orders issued in Government Resolution, Finance Department, No.6567/33-I, dated the 15th January 1948, take effect is correct.

By order of the Governor of Bombay,

Sd/-

for Deputy Secretary to the Government of Bombay,
Public Works Department.

D.A. NIL.

Copy forwarded to the Finance Department, for information with reference to Government endorsement No.6919/36-E(II), dated the 4th January 1949.

Copies forwarded to the Architect to Government for information with reference to Government letter No. 6919/36-E(II), dated the 4th January 1949.

Id/-
31/3.

Extension of the period for exercising the option under the Bombay Civil Services (Revision of Pay) Rules, 1948.

GOVERNMENT OF BOMBAY.

FINANCE DEPARTMENT.

Circular Memorandum No.6567/33.

Bombay Castle, 4th January 1949.

In continuation of the orders issued in Government Circular Memorandum, No. 6567/33-IV, dated 6th July 1948, Government is pleased to direct that, as revised scales of pay for certain posts have not yet been sanctioned or have been sanctioned only recently, the period for election prescribed under rule 7 of the Bombay Civil Services (Revision of Pay) Rules, 1948, should, in the case of holders of these posts, be extended till the expiry of six months from the date of issue of the orders sanctioning the revised pay scales.

By order of the Governor of Bombay,

J.SANTOS,

Financial Adviser to Government.

To

The Accounts General, Bombay,

The Private Secretary to the Government,

The Comptroller, Governor's Household,

The Secretary, Bombay, Public Service Commission,

*The Prothonotary and Senior Master, His Majesty's High Court, Bombay,

*The Registrar of His Majesty's High Court Appellate Side, Bombay,

The Examiner, Local Fund Accounts Bombay,

The Right Reverend the Lord Bishop of Bombay,

The Reverend the Presidency Senior Chaplain, Church of Scotland, Bombay,

All Departments of the Secretariat,

All other Heads of Departments under the several Departments of the Secretariat,

All Heads of Offices,

The Director of Publicity,

The Enquiry Officer, Secretariat.

*By letter

No.....

No. of 1949.

Copy forwarded for information and guidance to.

Submitted for information.

Record

thro' cashier.

Id/-
29-4-4 9.

Id/-
2/5/49.

Bombay Civil Services (Revision of Pay) Rules, 194 8:

Test audit of fixation of pay under -.

GOVERNMENT OF BOMBAY.
FINANCE DEPARTMENT.
Circular Memorandum No.7524/33.
Bombay Castle, 29th March 1949.

In his General Letter No. 32 (TM. 2164), dated 3rd February 1949, published in the Bombay Government Gazette, Part I, dated 10th February 1949, the Accountant General, Bombayy has issued instructions to all Heads of Offices to furnish, within a fortnight, the information regarding the fixation of pay of the staff under them, called for in his General Letter No. 47 (TM.1858), dated 27th January 1948, in the statement form prescribed by him for the purpose. A special test audit party will visit all ~~mmf~~ offices ~~mmxmox~~ ~~fmxxmxxkm~~ and check the fixation of pay on the spot . In Bombay the Audit Party may visit all offices but s-o far as the mofussil offices are concerned, the special audit staff will visit only the headquarters places of each District and of each Public Works Department and Forest Divisions. The Heads of Offices at all District headquarters, viz., the Collector, the District Superintendint of Police, District Judge and the like, are therefore requested to collect all the necessary records relating to the staff in the ~~chak~~ of their respective jurisdictions and to keep them ready at the headquarters for the scrutiny of the Special Test Audit Staff. They are also requested to afford necessary facilities to the staff as regards office accommodation, etc. The Assistant Accounts Officer on special duty will inform each District Officer of the probable date of his visit.

By order of the Governor of Bombay,

D.H.DAMLE,

Under Secretary to Government.

To .....

To

The Accountant General, Bombay,

The Private Secretary to Governor,

The Comptroller, Governor's Household,

The Secretary, Bombay Public Service Commission,

*The Prothonotary and Senior Master, His Majesty's High Court, Bombay,

*The Registrar of His Majesty's High Court, Appellate Side, Bombay,

The Examiner, Local Fund Accounts, Bombay,

All Departments of the Secretariat,

All other Heads of Departments under the several Departments of the Secretariat,

All Heads of Offices.

*By letter.

No. of 1949.

Copy forwarded for information and guidance to

6919/36/32706.

P.W.D.

E.B. (II)

Submitted for information.

Record.

(Thro cashier)

Id/-
17-5-49.

Id/-
18/5/49.

Fixation of pay under the Bombay Civil Services (Revision of Pay) Rules, 1948, of persons who were on leave on 1st January 194-7.

GOVERNMENT OF BOMBAY.
FINANCE DEPARTMENT.
Circular Memorandum No.6567/33.
Bombay Castle, 9th March 1949

A question has been raised as to how the pay of a Government servant who was on leave on 1st January 1947 should be fixed in a post in which he would have officiated on that date but for his proceeding on leave. Government is pleased to dir-ect that in such cases, subject to the appointing authority certifying that the Government servant would have continued to officiate in the post but for his proceeding on leave, he should be allowed on return form leave the officiating pay he would have been ent-itled to if he were on duty on 1st January 1947.

By order of the Governor of Bombay,

J.SANTOS,
Financial Adviser to Government.

To

The Accountant General, Bombay,

The Private Secretary to the Governor,

The Compotrolle-r, Governor's Household,

The Secretary, Bombay Public Service Commission,

*The Prothonotary and Senior Master, His Majesty's High Court, Bombay,

*the Registrar of His Majesty's High Court, Appellate Side, BOmbay,

The Examiner, Local Fund Accounts, Bombay,

The Right Reverend the Lord Bishop of Bombay,

The Reverend

The R^Everend the Presidency Senior Chaplain, Church of Scotland, Bombay

All Departments of the Secretariat,

All other Heads of Departments under the several Departmets of the Secretariat,

All Heads of Offices,

The Director of Publicity,

The Enquiry Officer, Secretariat.

*By letter.

No. of 1949 .

Copy forwarded for information and guidance to -

—ooOoo—

6919/36/3278%.

P.W.D.

E.B. (II).

Submitted for information .

2. The instructions contained in the Cir. Memo. are noted.

Record.

(Thro E.H. (I) & Cashier).

Id/-
17.5 .49.

Id/-
19/5/49.

Id/-
18-5-49.

Revision of pay of part-time Government servants, daily-rated employees etc.

GOVERNMENT OF BOMBAY.
Finance Department.
Circular Memorandum No.6567/33.
Bombay Castle, 22nd September 1947.

The principles of pay revision approved by Government and the scales of pay prpposed in accordance with them for whole-time (non-gazetted) employees borne on regular establishments have been communicated to the Departments of the Secretariat in Government Memorandum No. 6567/33-X, dated 10th September 1947 and its accompaniments. There are other classes of Government employees the basis of whose remuneration is different from that of whole-time permanent or temporary Government servants viz., (a) part-time Government servants, (b) daily-rated staff, (c) work-charged establishment, (d) piece and task-workers, (e) Government servants paid from contingencies and (f) workers in receipt of honorarium, such as honorary physicians. The lines on which the remuneration of these employees is proposed to be revised are indicated below. The Secretariat Departments concerned are requested to take necessary action as suggested in the folowing paragraphs.

2. Part-time Government servants. (i) The largest class of part-time Government servants is that of village inferior servants, numbering about 19,000, who receive their remuneration partly in land and partly in cash or, in some cases, wholly in cash. Their case will have to be considered apart from that of other part-time Government servants, as varied considerations appear to be involved in the fixing of their remuneration, which it is not possible for this Department to weigh and evaluate properly. The Revenue Department is, therefore, requested to revise the remuneration of this class of Government servants, where such revision is considered necessary, in the light of Government Memorandum, No. 6567/33-X, dated the 10th September 1947,

and of what is stated in the following sub-para in respect of other part-time Government servants.

(ii) The number of other part-time Government servants is very small. Details in respect of them have been included in the Schedule accompanying the Memorandum dated 10th September 1947. Their existing rates of pay may be assumed to have been fixed in proportion to the amount of work allotted to them, after taking into account the existing pay and amount of work given to comparable classes of whole-time Government servants. The Administrative Enquiry Committee have recommended that "the scales for part-time servants should be fixed proportionately on the basis suggested for comparable whole-time servants". In accordance with this recommendation, the following working formula may be adopted: (a) the existing pay of a part-time Government servant should be increased by the same proportion by which the average cost of the pay-scale of a comparable class of whole-time Government servants has been increased in the general revision; (b) the sum so arrived at should be rounded to the nearest multiple of 5 and (c) the result should be regarded as the <u>maximum</u> within which the revised part-time pay should be fixed. In selecting "the comparable class of whole-time Government servnats' referred to in clause (a) of this formula, care will have to be taken to see that the duties and responsibilities of the posts compared are identical or nearly so. There may also be other factors to be taken into account in the case of individual posts, which may justify a revised pay lower than the maximum arrived at by applying the formula. A few examples of part-time pays revised in accordance with the formula are given in the accompaniment to this Memorandum. Existing part-time pays below Rs. 5 should be revised as shown in the foot-note in the accompaniment. The Departments of the Secretariat are requested to revise the pays of part-time Government servants under their administrative control on the lines indicated above, in consultation with this Department, and to issue the necessary orders after orders introducing the revised pay-scales of

whole-time .....

whole-time Government servants are issued.

3. Daily-rated staff: (i) Whole-time daily-rated employees are found mainly in the Forest, Excise, Printi and Stationery, Agricultural, Public Works and Civil Supplies Departments. They are dividible into two classes: (1) those who are given market rates of wages prevailing in the localit which already allow for the rise in the cost of living since August 1939 and (2) those whose daily wages do not take into account the rise in the cost of living. The latter class is i receipt of dearness allowance and temporary additional pay (interim relief) at rates which have been fixed on the basis of their agerage monthly earnings. (ii) In regard to daily-rated staff, the Central Pay Commission have observed as follows: "It has been our general recommendation that the daily-rated system, whether in the Railways or in any other department under the Government, should be reduced to a minimum. Much of the criticism against it will be obviated if daily-rated workers are paid at a rate which will give them at least the same monthly increase as monthly-rated employees, though they worked few days less. This will practically secure to them the benefit of holidays with pay" (vide p. 127 of the Central Pay Commission's Report).

It seems desirable to put into effect the Central Pay Commission's recommendations (a) that the daily-rated system should be reduced as much as possible and (b) that the daily wage should be revised so as to give the workers a monthly income equivalent to that of monthly-rated employees. The Revenue, Health and Local Government, Agricultural and Rural Development, Public Works and Civil Supplies Departments are therefore, requested to report to this Department the extra cost (with details as to how it has been worked out) involved in giving effect to the foregoing twin recommendations in respect of (1) daily-rated staff which is in receipt of dearness allowance and interim relief and (2) such of the remaining daily-rated staff whose wages fall below the revised

wage .....

wage worked out in accordance with recommendation(b) mentioned above.

4. Work-charged Establishment:- The pay of work-charged employees in the Public Works Department is generally governed by the pay-scales sanctioned for comparable classes of permanent or temporary employees. Some classes of work-charged employees are, however, given ad hoc rates of pay. The Public Works Department is requested to examine the the cases of all work-charged employees and, in cases where revision of the existing rates of pay is considered necessary, to propose the revised rates in the light of Government Memorandum No. 6567/33-X, dated 10th September 1947, and to forward the proposals to this Department wich an estimate of the extra cost involved.

5. Piece and task workers:- (i) The Central Pay Commission have observed as follows regarding piece-workers: "The piece-work system has also been opposed by labour; but, under proper safeguards as to hours of work and rates of pay, the system is not without its advantages, especially to the more skilful worker. Opinion is accordingly divided upon the utility of the system .. .... The majority of us think that piece-work must be the exception rather than the rule - two members think that it is really not objectionable and should be encouraged wherever possible. Wages for piece-work must be so fixed as not to amount to exploitation" (vide pages 127 and 192 of the Central Pay Commission's Report). (ii) The Government of India appear to have continued the piece-work system in the Central Printing and Stationery Department. There would seem to be no objection to continuing the system in this Province, in view of its advantages pointed out by the Central Pay Commission. If, however, the Health and Local Government Department considers it necessary to bring some of the piece-workers on to the permanent establishment, the question may be examined on its merits. That Department is requested to furnish an estimate of the extra cost involved in revising piece-work rates so as to bring them on a par with the post-

war revised .....

-war revised scales of corresponding monthly-paid employees. As regards task-workers, a proposal to bring some to them on to the permanent establishment is understood to be under consideration in the Health and Local Government Department. Apart from this proposal, the pay-scales of other task-workers will have to be revised. The Health and Local Government Department is requested to revise these scales in consultation with this Department.

6. Government servants paid from conting-encies. - The rates of pay of Government servants paid from contingencies are separately being revised in this Department, on the basis of detailed information obtained from Heads of Departments. A schedule of revised rates of pay proposed for these employees will be referred to the Departments of the Secretariat in the near future.

7. Persons in receipt of honorarium.

The existing rates of honorarium may require revision in view of the increase being effected in the pays of Government employees in the present general revision. The Secretariat Departments concerned are requested to examine the existing rates and revise them where necessary in consultation with this Department.

By order of the Governor of Bombay,

J SANTOK

Financial Adviser to Gove rnment.

To

All Departments of the Secretariat.

Accompaniment to Government Circular Memorandum No. 6567/33-X, dated 22nd Septembe r 1947.

erial No.	Designation of Part-time post.	Existing part-time pay.	Post-1931 pay of correspoding whole-time post.	Revised (1947) scale of corresponding whole-time post.	Revised (1947) scale of pay for part-time post in column 2.
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
1.	Part-time watchman (Jail Department).	5/- p.m.	13,14,15 and 16.	30-1-35 Average 33	$\frac{5 \times 33}{15}$ to $\frac{5 \times 33}{16}$ = 12 to 10. Rounded to the nearest multiple of of 5 = Rs. 10 p.m.
2.	Part-time teacher in the Education Department.	30/- p.m.	45-5-145-6175 Average: 103.	70-5-120-8-200 Average: 135.	$\frac{30 \times 135}{103}$ = 39 Rounded to the nearest multiple of 5 = Rs. 40 p.m.
3.	Part-time teacher in the Education Department.	50/- p.m.	-do-	-do-	$\frac{50 \times 135}{103}$ = 66 Rounded, = Rs. 65.
4.	Part-time lecturer in the Education Department.	75/-	130-10-200 Average: 175. (Assistant Lecturer's Scale).	160-10-230 Average: 205.	$\frac{75 \times 205}{175}$ = 88 Rounded, = Rs. 90 p.m.
5.	Part-time sweeper in the Civil Supplies Department in Bombay City.	15/-	21 to 23	35-1-40 Average: 38.	$\frac{15 \times 38}{21}$ to $\frac{15 \times 38}{23}$ = 27 to 25. Rounded, = Rs. 25.
6.	-do-	2/-	-do-	-do-	$\frac{2 \times 38}{21}$ to $\frac{2 \times 38}{23}$ = $3\frac{13}{21}$ to $3\frac{7}{23}$ = 4 to 3. Rounded, = Rs. 5.*

* This appears somewhat high. For existing part-time pays below Rs. 5, the following scale may be laid down:-

For those on Rs. 2 and above but less than Rs. 3 ... Rs. 4.
For those on Rs. 3 and above but less than Rs.4 ... Rs. 6.
For those on Rs. 4 and above but less than Rs. 5 ... Rs. 8.

~~15~~ 163

Letter.

From

The Superintending Engineer,
Southern Circle.

To

The Secretary to Government,
Public Works Department,
B O M B A Y.

VERY URGENT.

No.G.R.69.
Public Works Department,
Belgaum, 4th August 1948.

Subject :- Revision of pay of daily-rated staff.

Reference :- Government Endorsement (P.W.D.) No.6919/36-E(II), dated the 30th July 1948.

The Government Circular Memorandum(P.W.D. No. 6567/33, dated the 22nd September 1947 and Government Memo No.6567/33-X, dated the 17th November 1947 -- referred to in the Finance Department Memo No.6567/33-(1), dated the 20th July 1948 have not been received in this office. I would, therefore, request you kindly to send copies thereof to this office to -- facilitate submission of the information called for by Government.

Superintending Engineer, S.C.

SDK.

~~2~~ 17

6919/36
42972

P.W.D.

E.13 (II)

Pl. see s. No. 44877 post.

b.l

24.8.48.

31.2.36
4393

for ver

P. 6919/36 D.
Fo. F
Serial No. 42972

36 185

Letter.

No.G.R.-69.
Office of the Superintending Engineer,
Special Investigation Circle,
Via Dharwar, 15th October 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject :- Revision of Pay of daily rated Staff.

Reference : This office letter No.G.R.69, dated the 8th September 1948. 325

I have to invite a reference to this office letter noted above and to request you kindly to supply this office as also to the offices of the Executive - Engineer, Irrigation Projects Dn.(South), Belgaum, and the Executive Engineer, Ghataprabha Left Bank Canal Dn., Dhupdal, with the copies of Government Circular Memorandum and Government Memorandum mentioned therein at a very early date.

Superintending Engineer,
Special Investigation Circle.

BDK.
Compd.by:

VERY URGENT.
No. 6567/33-X.

Finance Department,
Bombay Castle, 17th November 1947.

Subject:- Revision of pay of part-time Government servants, daily rated employees etc.

===

Memorandum.

The undersigned presents compliments to the Sec-retary to the Government of Bombay, Public Works Depart-ment and is directed to request that the p-roposals , if any called for in Government Circular Memorandum, Finance Depart-ment, No. 6567/33, dated 22nd September 1947 may be for-warded to this Department as early as possible.

By order of theGovernor of Bombay,

(Sd) J. SANTOS,
Financial Adviser to Government.

L E T T E R.

No. G.51/262 of 1948.
P.W.D.Offices, Churchgate Street,
Fort. Bombay, 27th August 1948.

To

The Secretary to Government
Public Works Department
Bombay.

Re:- Revision of pay of daily-rated staff.

Ref:- Government Endorsement, Public Works Department, No.6919/36-E(II) dated the 30th July 194 8.

The whole-time daily-rated staff in the Electrical Division are given market rates of wages prevailing ~~xhx~~ in the locality which already allow for the rise in the cost of living. Such of the staff, whose wages do not take into account the rise in the cost of liging, are in receip t of the dearness allowance sanctioned by Government from time to time. The revision of the rates of daily gages prevailing in the locality is made every year along with the schedule of rates which also contains t he rates of labour for different categories of workers sanctioned by the Executive Engineer, Elect rical Division in December every year and these rates are counters'gned by me as required by para 379(a) of the Bombay Public Works Department Manual, Volume I. In fixing the rates of daily wages, every endeavour is made to see that the daily-rated workers are paid at a rate which will give them at least the same monthly income as monthly rated employees of the same class. In the Electrical Division, however, daily rated staff is employed on a s mall scale and according to need.

The daily-rated staff employed in the Electrical Division which is in continuous service for a number of years and whose services are requir ed permanently has been brought on the work-charged establishment from 1-4-1948, on the basis of pay sanctioned for similar classes of Government s ervants on the regular establishment. There is

is, therefore no permanent daily rated staff employed on muster roll in the Electrical Division at present. Wherever any additional labour is required to supplement the existin staff on the work charged establishment, it is engaged as casual labour on the rates of wages sanctioned in the schedule of rates maintained in the Electrical Division.

In this connection it may be stated that Government in their letter No. 9095/36-E(II) dated the 1st December 1947, have requested to submit proposals in respect of these daily labourers and they have been forwarded to Government under this office letter No.G.51/2171 dated the 5th August 1948, from which the extra cost involved in the proposal can be obtained.

Sd/-
Electrical Engineer to Govt.

P.W.D.

E.B. (II).

Submitted (together with serial No. 46620) with ref. to the B.N. dated the 24.8.48.

2. The return of the main papers (file No.6919/36/41393) may be awaited from the F.D.

3. One copy of G.C.M., F.D., NO. 6567/33, dt. the 22.9.47, has been supplied by that Dept. It may be forwarded to the S.E., S.C., as per printed Memo. put up for signature. A copy of G.M. F.D., No. 6567/33-X, dt. the 17.11.47, will be supplied to the S.E. after the main papers are recd. back from the F.D. The necy. addition to the printed memo. has been made.

No.6919/36-E(II). dt.Sept.1948.

Will this help the S.E. to submit his report?

Id/.
2.9.48.

Id/-
6/9/48.

Letter.

No.G.R.69
Office of the Superintending Engineer,
Special Investigation Circle,
Dharwar, 8th September 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Revision of pay of daily rated staff.

Reference :- Government, P.W.D., endorsement No.6918/36-E(II) dated the 30th July 1948 below G.M., F.D., No.6567/33-(1) dated the 20th July 1948.

2. Kindly supply this office with copies of G.C.M.No.6567/33 dated the 2nd September 1947 and G.M.No.6567/33-X dated the 17th November 1947 referred to in the above quoted reference as the same are required for reference to dispose of the Government call. Two copies of each of the above G.C.M. and G.M. may also please be sent to the Executive Engineers, Irrigation Projects Dn.(South), Belgaum and Ghataprabha Left Bank Canal Division, Dhupdal for their information, as they are not also received by them and are not available to them locally.

Superintending Engineer,
Special Investigation Circle.

RGY/6.9
Compd.by:

15 2f 177

Letter.

No.G.R.69
Office of the Superintending Engineer,
Special Investigation Circle,
Dharwar, 17th September 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

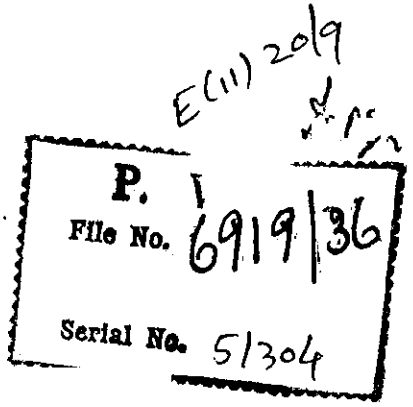
Subject:- Revision of pay of part-time Government servants, daily-rated employees, etc.

Reference : This office No.G.R.69, dated the 26th August 1948.

2. Early orders of Government regarding revision of pay of work charged establishment are requested.

Superintending Engineer,
Special Investigation Circle.

RGY/17.9
Compd.by:


E(11) 2019
P.
File No. 6919/36
Serial No. 51304

P.W.D.

E.B.(II).

This batch of papers deals with revision of pay of daily-rated staff only.

In F.D. Cir. Memo. No. 6567/33, dated the 22-9-47, that Deptt had called for combined information in respect of the marginally* noted estabts only. F.D's memo. No. 6567/33-X, dated the 17-11-47 is an expediter to its above cir. memo.

(1) Part-time Govt.servants.
(2) Daily-rated staff.
(3) Work-charged estbt.
Piece & task workers.
(5) Govt.servants paid from contingencies.
(6) Persons in receipt of honorarium.

Reports recd. in response to the above all being dealth with in file No. 6919/36/56323.

2. F.D's memo. No. 6567/33-(I), dated the 20-7-48, is in respect of daily-rated staff. That Deptt requires information in respect of this category in amplification of the original memo. (memo of Septr 47).

Reports from all the officers except the Marginally* noted officers have been recd. The S.E.S., S.C. & the S.I.C., want copies of F.D's cir. No. 6567/33, dated the 22-9-47, & that Deptt. memo. No. 6567/36-X, dated the 17-11-47. The F.D. has forwarded only one spare copy of its cir. memo. No. 6567/33, dated the 22-9-47.

The S.E.S.C.
The S.E.SI I.C.
The D.E. D.I.C.

3. It is proposed to inform the S.E., S.C., & the S.E., S.I.C., as per draft put up.

(Relevant extracts so far as they pertain to daily rated staff will be made hereafter from file No. 6919/36/56442 for being kept in this file).

Id/-
20-x-48.

Id/-
21/10/48.

6919/36/56442/57291.

Letter.

Immediate.
No.6919/36-E(II).

P.W.D.
B.C., 21st Oct. 1948.

To

The S.E., S.C.
The S.E., S.I.C.

Sub: Revision of pay of daily-rated staff.

Ref: Your letter No. G.R. 69 dated the 4th Aug.48.
G.R. 69, 8th Septr.48.

2. G.C.M., F.D., No. 6567/33, dated the 22-9-47, was already endorsed to you with C.E., P.W.D., No. 6919/36-E(II), dated the 1-10-47, & you have furnished information in that co-nnection with yoyr letter no. G.R. 69, dated the 1-12-47 8-5-48. Spare copies of the G.C.M. are not available. Memo., F.D. No. 6567/33-X, dated the 17-11-47, is only an expediter to the F.D. cir. memo. refd. to above.

3. In memo., F.D., No. 6567/33-(I), dated the 20-7-48, Govt requires further inforaation in connection with the daily-rated staff only. A copy of the memo. has also been endorsed to uou with G.E., P.W.D., No. 6919/36-E(II), dated the 30-7-48.

4. You are accordingly requested to furnish the reqd. information reg. daily-rated staff with the least possible delay.

By order of the Governor of Bombay,

D.A. Nil.

Copy to the S.E., D.I.C., with a request to furnish the information without further deaay.

Id/-
20-x-48.

Id/-
21-10-48.

P.W.D.

E.B.(II).

The S.E., S.C., and the S.E., S.I.C., have again been expedited under No. 6919/36-E(II), dt. the 15th Nov. 1948.

Id/- 13-11-48.

175

Letter.

From

The Superintending Engineer,
Southern Circle.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

No.G.R.69.

Public Works Department,
Belgaum, 17th November 1948.

Subject :- Revision of pay of daily-rated staff.

x p 13

Reference :- Government Letter (P.W.D.) No.6919/36-E(II), dated the 21st October '48

x P.1=10

Government Circular Memo, F.D.No.6567/33, dated the 22nd September 1947 and Government endorsement P.W.D.No.6919/36-E(II), dated the 1st October 1947 seem to have been mislaid and are not traceable on the records of this office. Consequently, the disposal of Government endorsement (P.W.D.) No.6567/33-(1), dated the 20th July 1948 and Government Letter (P.W.D.) No.6919/36-E(II), dated the 22nd October 1948 has been held up. Kindly send copies of the G.C.M. (F.D.) No.6567/33, dated the 22nd September 1947 and Government endorsement (P.W.D.) No.6919/36-E(II), dated the 1st October 1947.

x P 13

Superintending Engineer,S.C.

sdk.

6919/36/640

EB(II). P.W.D.

Submitted with a draft for approval.

27.11.48.

7/11/48

S.A.S.

47 6919/36/64065

Letter.

No. 6919/36 - E.(II). P. W. D.;
B.C. 14th Nov. 1948.
129

To The S.E., S.C.

Sub: Revision of pay of daily-rated staff.

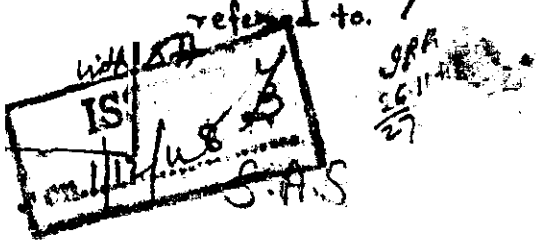
Ref: Your letter No. C.R. 69, dt. the 17th Nov. 1948.

2. A copy of Govt. Cir. Memo., F.D., No 6567/33, dt. the 22nd Sep. 1947, and this Deptt. endt. No. 6919/36 - E.(II), dt. the 1st Oct. 1947, thereunder is enclosed.

By order etc.

27/11/48

D.A.: Copies referred to.



179

No.G.R.69

Office of the Superintending Engineer,
Special Investigation Circle,
Dharwar. 22nd November 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Revision of pay of daily rated staff.

X P.40

Reference : Your first reminder No.6919/36-E(II) dated the 15 (17)th November 1948.

Certain information asked for from the Executive Engineers, Irrigation Projects Dn.(South), Belgaum and Ghataprabha Left Bank Canal Dn., Dhupdal in this respect, is awaited. The same will be furnished as soon as it is received from them. The Executive Engineers are again being expedited.

Superintending Engineer,
Special Investigation Circle.

RGY/20.11
Compd.by:
20/11

6719/36/65454

EB(II). P. W. D.

Await.

9.12.48.

3.12.48.

EB

P. W. D.

File No. 6919/36.

Serial No. 65454

No.G.R.69

Office of the Superintending Engineer,
Special Investigation Circle,
Dharwar, 6th December 1948.

To

The Secretary to Government,
Public Works Department, Bombay.

Subject:- Revision of pay of daily rated staff.

XP.13
P 40

× Reference : Government endorsement (P.W.D.) No.6919/36-E(II) dated the 30th July 1948 to Government (Finance Department) Memo No.6567/33(I) dated the 20th July 1948 and P.W.D. Expeditor No.6919/36-E(II) dated the 15th November 1948.

I have to report as under on the three points raised in the Memo of the Finance Department referred to above :-

(1) Authority competent to fix the daily rate of pay:

The daily rate of pay in the case of skilled and unskilled labour depends upon the fluctuations in the decrease and increase in the cost of living and the authority competent to fix it in P.W.D. is the Superintending Engineer.

(2) Revision of daily rate of pay:-

Since the daily rates of pay are fixed from time to time as per increase in the cost of living, taking into consideration the frequent rise, the question of revising the present daily rates of labour again at present does not arise.

(3) Feasibility of bringing daily rated employees on to monthly rated establishment (which will be treated as temporary) in the first instance :

In this Circle, no labour is employed continuously but only for a short period at a time, according to requirements and hence the question of bringing on the staff to the monthly rated and in the first instance on temporary establishment, does not arise.

However in the case of labour which is constantly required from year to year on routine maintenance of road and buildings, in the regular running Circles, it would appear desirable to give effect to the Central Pay Commission's recommendations as referred to therein, as far as it is practicable, at least, in some cases to begin with, as already reported in my letter No.G.R.69 dated the 8th May 1948.

Superintending Engineer,
Special Investigation Circle.

RGY/4.12
Compd.by:
6/12

6919/36/68388.

EB. (II) P. W. D.

P 41
Await reply from the S E, S C only.

DRB
10.12.48.

DNB
10/12/48

6919/36
68388

~~57~~ 207 6919/36/20729.

EB(II). P.W.D

Receipt of the report from the S.E., S.C., is still awaited. He may be expedited as per draft telegram put up. for approval.

× p.58.

30.3.49.

30/3/49

S.A.S.

16919/36/20729.

State Telegram Ordinary.

From :- Bomworks, Bibay.

To :- S.E., Belgaum.

~~No~~.6919/36-T. ~~Ref:-~~ Your letter G.R 69 × p. 43.

17th Nov ~~1948~~ last ~~reg~~ Revision of pay:

Daily-rated staff: Pl. submit information

~~before~~ by 2nd April.

No.6919/36-E(II) —·— B.L.P.W.D., 30th March 1949.

Copy by post in confirmation.

Tel ISSUED on 30/3/49

ISSUED on 31/3/49

JRB 30.3.49.

JRB 30/3/49

S.A.S. and (II & B) 2/-

Letter.

From

The Superintending Engineer,
Southern Circle.

To

The Secretary to Government,
Public Works Department,
BOMBAY.

No.G.R.69. Public Works Department,
C.V.Belgaum, 23rd March 1949.

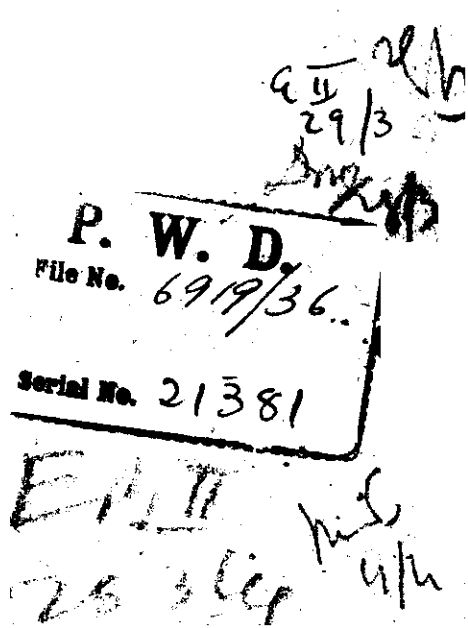
Subject :- Revision of pay of the daily rated staff.

Reference :- Government Expeditor No.6919/36/3965, dated the 14th March 1949.

The requisite reports in the matter are still awaited from the Executive Engineers, Belgaum and Ratnagiri Divisions, who are again being expedited in the matter. On receipt of their replies, the consolidated report will be submitted to Government.

S B Deolalikar

sdk. Superintending Engineer, S.C.


P. W. D.
File No. 6919/36.
Serial No. 21381

No. A-1-33/589 of 1949.

Poona-1. 16th January 1949.

To

The Secretary to Government,
Public Works Department,
B O M B A Y.

Subject:- Revision of pay of daily rated staff.

Reference:- Government endorsement P.W.D. No. 6919/36-E(II), dated 30th July 1948.

2. I do not know whether my remarks on the Government Memo F.D. No. 6567/33-I, dated 20th July 1948 would be called for at this so late a date. However, I submit my reports, for information of Government on the points mentioned in the Government letter as under:-

1. The Executive Engineer of a Division is empowered to fix the rates of daily wages to each labourer within the minimum and maximum of the rates current in the locality as sanctioned by the Head of Department in the schedule of rates.
2. The basic rates of wages have not been revised; only the extra allowance consistent with the variations in the dearness allowance given from time to time for corresponding other establishment, has been allowed.
3. Regarding the question of bringing the daily rated staff to the regular establishment, either on permanent or temporary, I have submitted my detailed proposals under this office No.8931, dated 5th October 1948 in response to Government Letter P.W.D. No. 9095/36-E(II), dated 1st December 1947. Beyond that no more daily rated staff has been proposed to be brought on regular establishment as I think that the present reference embraces only casually employed daily rated labour as opposed to whole time daily rated labour.

Sd/-
Public Health Engineer
to Government.

D.A.Nil.

6919/36/21381.

P.W.D.

E.B.(II).

In G.M. F.D. No. 6567/33,(I), dt. the 20th July 1948, this Deptt was requested to furnish the information regarding daily rated staff so as to enable the F.D. to re-examine the situation in light of the Central Pay Commission's recommendations. The Commission's recommendations is to reduce daily-rated system to minimum and to see that the daily-rated workers are paid at a rate which will give them at least the same monthly increase as monthly-rated employees so as to obviate criticism against it.

2. On the basis of information furnished by the local officers the three points raised in the F.D. Memo. can be answered as follows:-

1) The authority competent to fix the rates for daily-rated staff is the Ex. Engr. who under the Scruitiny and countersignature of the S.E. concerned is vested with the power of sanctioning at his discretion the rates between the minimum and maximum of the rates current in the locality Vide Para 379(a) - P.W.D. Manual Vol. 1 .

2) The daily wages are generally based on the market rates prevailing in the locality. The schedule of rates is generally revised quarterly thus assuaring rise in cost of living. Such of the staff whose wages do not take into account the rise in the cost of living, are in receipt of dearness allowance sanctioned by Govt. from time to time. This practice is in vouge in P.H.Circle. This ensures that the daily workers are paid at a rate which will give them at least the same monthly income as monthly rated employees.

The rates now in vogue are about 200% to 250% above those of 1939.

3. As regards the third and the last point, it is unanimously opined that as the strength of the labour for P.W.D. works is flexible. it is not desirable to bring

to bring the casual labour on monthly-rated establishment. This Deptt. supports the view expressed by the local officers in view of the fact that when daily-rated staff employed is in continuous service for a number of years and whose services are likely to be continued for still longer period, they have been brought on work-charged or tempy. establishment. Attention is in this connection is invited to G.L. P.W.D. No. 9095/36-E(II), dt. the 1st Dec. 1947 wher in this Deptt. has proposed to bring on to the permanent establishment 50% of the basic minimum number of workers of different categories required throughout the year and to bring 25% on to the temporary establishment leaving the balance on daily-wages to provide for possible fluctuations in the amount of work to be done by this Deptt. Final decision in the matter is, however, pending awaiting reports from some local officers.

3. A copy of this note may be forwarded to the F.D. in reply to its Mem. No. 6567/33-X, dt. 23-3-49.

Id/-
5-4-49.

Id/-
5-4-49.

Id/.
5-4-49,

M&D'S.
1/8.

EXPRESS LETTER.

No.G.R.69. Public Works Department,
Belgaum, 2 nd March 1949.
April

To

The Executive Engineer,

Belgaum
Ratnagiri Division.

Subject:- Revision of pay of daily rated staff.

Reference:- This Office Letter No.G.R.69, dated the 23rd March 1949 to Govt. and copy to you.

The requisite report called for in this office endorsement No.G.R.49, dated the 13th December 1948 should please be furnished without delay as Government have expedited in the matter by wire.

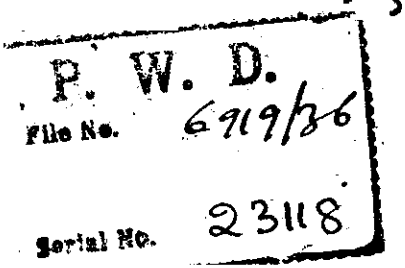
VDK. Superintending Engineer, S.C

Copy forwarded, with compliments, to the Secretary to Government, P.W.D., Bombay with reference to Government Telegram, dated the 30th March 1949.

2. ...

2. The consolidated report will be submitted to Government immediately on receipt of the replies from the Executive Engineer Belgaum and Ratnagiri.

E(II) 5/4
SNO 5/4



217 ~~67~~ ! 6919/36/23118.

EB(II). P.W.D.

Submitted for information.

Sr.No 23118.
2. No action is nessessary.

× p69

3. The × draft put up may issue.

SRB
6.4.49.

KJ 6/6/49

✓

6919/36/23118.

Below copy of office note dt. the 5th April 49 reg. revision of pay of daily-rated staff.

Immediate.
No.6969/36-E(EI). P.W.D. B.C., 6th April 1949.

Copy forwarded to the F.D. with reference to that Deptt.Memo. No. 6567/33-X, dt. the 23rd March 1949.

Id/-
6-4-49.

Id/-
6-4-49.

***

P.W.D.

E.B. (II).

The F.D. has been expedited u.o. under No. 6919/36-E(II), dt. the 12th May 1949, for early orders in the matter.

Id/-
11-5-49.

Letter.

From

The Superintending Engineer,
Southern Circle, Belgaum

To

The Secretary to Government,
Public Works Department,
BOMBAY.

No.GR-69. Public Works Department.
Belgaum: 9th May 1949.

Subject: Revision of pay of daily-rated Staff.

Reference: Govt. Endorsement (P.W.D.) No. - 6919/36-E(II), dated the 30th July 1948

So far as the Public Works Department is concerned the daily rated staff consists of the following categories :-

(1) Blacksmiths;
(2) Carpenters;
(3) Masons;
(4) Painters;
(5) Glaziers;
(6) Surangi;
(7) Beldar;
(8) Tinsmith;
(9) Stone Dresser;
(10) Coolie male
(11) Coolie female
(12) Coolie boy or girl

2. The daily wages of staff at S.Nos. 1 to 9 are fixed by the Superintending Engineer while sanctioning the schedule of rates prepared by the Executive Engineer as per para 379 of the Bombay P.W.D. Manual, Vol I, and these rates are adjusted from time to time on the basis of rates prevailing in the localities. The daily wages of coolies are however fixed by Government vide Governmen Letter (P & S.D.) No.ULS-15-III, dated 27th May 1947 and Government Memorandum No.ULS-15-III/1839, dated the 15th July 1947.

3. The daily wages given to the daily rated staff in the year 1938-39, the rates now given and those proposed to be given are mentioned below :-

Categories	Rates current in 1938-39. Rs	Rates current now. Rs	Now proposed Rs
1) Blacksmith	1-4-0 to 2-0-0	2-0-0 to 3-0-0	3-8-0 to 4-8-0
2) Carpenter	-Do-	-Do-	-Do-
3) Mason	-Do-	-Do-	-Do-
4) Painter	1-0-0	2-8-0 to 3-0-0	3-8-0
5) Glaziers	=Do-	-Do-	-Do-
6) Surangi	-4-0	2-8-0 to 3-0-0	3-8-0

7) Beldar	1-0-0 to 1-4-0	2-8-0 to 3-0-0	3-8-0
8) Tinsmith	0-12-0 to 1-0-0	2-8-0 to 3-0-0	3-8-0
9) Stone Dresser	0-12-0 to 1-4-0	2-0-0 to 3-0-0	3--0-0 to 3--8-0
10) Coolie male	0-6-0 to 0-8-0	1-4-0 to 1-8-0	1-8-0 to 2-4-0
11) -Do- female	0-4-0 to 0-6-0	0-12- to 1-0-0	1-0-0 to 1-8-0
12) -Do- boy or girl	0-3-0 to 0-4-0	0-12- to 1-0-0	1--0- to 1--8-

4. In this connection it may be mentioned here that it is not possible to employ all the daily rated staff referred to above continuously throughout the year for want of sufficient work. Only the following daily rated staff can be employed continuously on monthly rates of pay. :-

(1) Blacksmiths;
(2) Carpenters;
(3) Masons
(4) Painters.

I would therefore recommend that only the above daily rated staff may be brought on the temporary establishment. The number of posts of the above categories required in this circle is given below :-

	Belgaum Dn.	Dharwar Dn.	Kanara Dn.	Ratnagiri Dn.	Total
(1) Blacksmiths	1	2	-	1	4
(2) Carpenters	2	4	1	2	9
(3) Masons	3	3	2	2	10
(4) Painters	-		2		2

However where there is extra work then ordinarily some staff may have to be employed on daily wages as occasion arises.

5. As regards the other categories of daily rated staff it is suggested that except the coolies, they should not be employed on muster roll. The work required to be done by them should be executed on piece work basis

6. As regards coolies they are generally illiterate and lack in sense of responsibility with the result that works suffer due to slackness on the part of labourers. If they are brought on the permanent or temporary establishment they would be under the impression that they would get their pay as usual irrespective of their out-turn. This has actually happened when they were brought on the workcharged establishment as per Government Letter No. S-92/2238-E, dated 11-1-1940 and they eventually had to be reverted to Muster Roll on daily wages, vide G.L.(P.W.D.)

No. S-37/18/12779-E, dated 28-8-42. Although matters have not appreciably improved since then, a certain numbe of coolies are required to be made permanent or temporary

7. At present there are 8 masons, 7 carpenters and 3 blacksmiths sanctioned by Government on the permanent and temporary establishment of this Circle, vide Statemer accompanying G.R.(P.W.D.) No.3486/36-X, dated 28-7-47. In addition to these, 10 masons, 9 carpenters, 4 blacksmi and 2 painters have now been proposed to be brought on the temporary establishment vide para 4 above. Under each of them one coolie is necessarily required to assist them. It is, therefore, recommended that 43 coolies (at the rate of one under each mason, carpenter etc.,) may be brought on the temporary establishment in the scale of Rs. 30-1/2-35 sanctioned for permanent coolies.

8. The daily wages of Rs. 1--4-0 to 1-8-0 sanctioned tc coolies in below-ghat and up-ghat places, vide Government Letter referred to in para 2 above, fall much below the monthly income of the permanent coolies as shown below :-

	Daily-wage rate		Days		Total
Daily rated coolie	1--4-0	X	30	=	37--8-0
	1--8-0	X	30	=	45--0-0
Permanent coolie	Pay 30/-		D.A. 35/-	=	65--0-0

It is, therefore, recommended that the daily wages of th coolies may be revised so as to give them a monthly incon equivalent to that of the monthly rated coolies as recommended by the Central Pay Commission, vide Sub-para of para 3 of G.C.M.(F.D.) No.6567/33, dated 22-9-47. Th following wages may, therefore, kindly sanctioned to the daily rated coolies :-

(1) Male coolie Rs. 1-8-0 to Rs. 2-4-0) According as the
(2) Female coolie Rs. 1-0-0 to Rs. 1-8-0) places a below gh
(3) Boy or girl coolie Rs. 1--0-0 to Rs. 1-8-0) or up--ghat.

9. The exact period for which the daily rated staff proposed to be brought on the temporary establishment vic paras 4 and 7 above, are working continuously cannot be given but it is certain that some of them are working for more than 10 years continuously. The annual extra cost on account of the above proposals works to Rs. 36252 as shown below:-

(1) Blacksmiths:-

4 Nos. X 96 (average of the scale of Rs. 72-4-120) X12 = Rs. 4608/-

(2) Carpenters:

9 Nos. X 58 (-Do - of 45-1-50-2-70) X12 = Rs. 6264/-

(3) Masons:

10 Nos. X 58 (-Do- -do- -do-) X12 = Rs. 6960/-

(4) Painters:

2 Nos X 58 (--Do- -do-) X12 = Rs. 1392/-

C.O. Rs.19224/

B.O. Rs. 19224/-

(5) Coolies

43 Nos.X 33(average of the scale of 30-1/2-35) X 12. = Rs. 17028/-

Total Rs. 36252/-

Superintending Engineer, S.C.

EB(II). P.W.D.

Submitted for information

Await. P-69

18/5/49

SRB 17.5.49

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31919

No.6567/33/25384-X. Finance Department,
Bombay Castle, 17th May 1949.

Subject:- Revision of pay of daily-rated staff.

Memorandum .

The undersigned presents compliments to the Secretary to the Government of Bombay, Public Works Departmen and with reference to his endorsement No. 6919/33-B II, date 6th April 1949 and the subsequent reminder of even number, dated 12th May 1949, on the subject noted above, is directed to state that this Department agrees in the views expressed in the Public Works Department note of 5th April 1949 forwarded under the endorsement referred to above.

By order of the Governor of Bombay,

Sd/-

Assistant Secretary to the Government of Bombay,
Finance Department.